FTA news

FOOD TOBACCO AGRICULTURAL AND ALLIED WORKERS UNION OF AMERICA—CIO

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• Formerly UCAPAWA NEWS •

U. S. DEPARTMENT OF AGRICULTURE 1945

UCAPAWA Changed Its Name:

We Are FTA-CIO Now!

UCAPAWA became a memory on Thursday, December 7, when the Fifth National Convention resolved, by unanimous agreement, to change the name of our Union to Food, Tobacco, Agricultural and Allied Workers Union of America—FTA, for short. The principal reason for the change was to include "tobacco" in the name of the Union. In this, the second largest industry of our Union (after food packing and processing), there are now more than 22,000 workers under contract with FTA; an increase of 155% in the past two years. The following song became the hit of the Convention:

We're gonna roll, we're gonna roll, we're gonna roll FTA on;
We're gonna roll, we're gonna roll, we're gonna roll FTA on.

If Hitler's in the way, we're gonna roll it over him,
We're gonna roll it over him, we're gonna roll it over him;
If Hitler's in the way, we're gonna roll it over him;
We're gonna roll FTA on.

We're gonna fight, we're gonna fight, we're gonna fight the Union way;
We're gonna fight, we're gonna fight, we're gonna fight the Union way.

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U. S. DEPARTMENT OF AGRICULTURE

ifth National Convention ts New Goals For Union

...Pa. — The Food, ...ultural and Allied ... of America was ...944—not a suck- ... full-grown, ma- ... Union. It picked ... battle-scarred ...AWA-CIO in ...nward to new ... the work-

...our Union has gained in its political and economic activities.

Urging the Convention to "map out a progressive and aggressive program to carry out the CIO program adopted at Chicago in November," President Donald Henderson told the delegates in his opening address that, "We must be under no illusion that the war is over. The heaviest fighting lies ahead, and there must be no letting up in our efforts to build ...r unity for a quick and de- ...inning of the war. There ...o relaxation of our No- ...e."

...RIKE PLEDGE

...are not yet covered by any social security legislation.

The Convention sent its greetings and support to the preliminary International Labor Conference called by the British Trades Union Congress in London with the participation of delegates from the Soviet Union and the United States. FTA pledged to "continue and redouble its efforts for maximum food production" for our armed forces and for the people of the United Nations and liberated countries.

In order to increase and strengthen the Union's political action program, the Convention authorized the setting up of a ...Activities Department of ...Office, which ...n an ...n-

...which 75c is to be sent monthly to the International office, to become effective Feb. 1, 1945. discussion from the floor revealed that it was a burning necessity for the Union to increase the dues payments in order to function properly, both to consolidate local unions and to go ahead in further new organization. (See President Henderson's report on pages 2 and 3, and Secretary-Treasurer Lane's report on page 7, for underlying reasons for the increase.)

Another important change in the Constitution was the setting up of uniform Regional Councils ...to carry out the work of t... ...ternational Union. In ord... ...nance this work, 10c of ... ...ployed per capita tax ... the International office ... aside in a special ... Councils.

The Conventi... re-elected Presi... derson and Se... Harold J. Lane to ... fice for the next t... International Vi... were elected ... ternation... eight ... (See ...

Newly Elected Officers, International Vice-Presidents and Alternates took their oath of office, led by CIO Director of Organization Allan S. Haywood, before the assembled delegates at the last session of our Fifth Convention. They are (left to right): Sybil Neff, Alt. Vice-Pres.; Dixie Tiller, Int. Vice-Pres.; Theodosia Simpson, Alt. Vice-Pres.; Charles Law, Alt. Vice-Pres.; Etta Hobson, Alt. Vice-Pres.; Harold J. Lane, General Secretary-Treasurer; Allan S. Haywood; Paul Gardner, Alt. Vice-Pres.; Donald Henderson, General President; Armando Ramirez, Int. Vice-Pres.; Lewis Bentsley, Int. ... John ... tion ... Pres ... nati ... Va., ... Vice ... firs ...

There's a Paper Shortage —

In order to comply with the War Production Board's ... tation of the use of newsprint, we were unable to publish ... than 8 pages for this issue of the News. Therefore, ma... portant results of the Fifth National Convention were le... of this issue, as well as many highly interesting loc... stories.

In the Next Issue —

We will make up this loss in the ... News, which will feature excerpts ... the floor of the Convention; im... Constitution; big news stori... ...ditions to the Inter- ...nt of Local 26, Suffolk, ...phis, Tenn. The Alternate ...olar Board members, are all ... will carry short biographies of ... of FTA.

The President's Report

General President Donald Henderson Tells Conventions Of Union's Problems And Gains

The following are excerpts of the two-year report submitted by President Henderson and accepted by the Fifth National Convention:

Our two most important activities —political action, organizing;

The functions of regional councils;

Why we are raising the dues to $1.50 per month;

How about wages after the war?

We fight for our Veterans . . .

THIS Fifth Convention of our International Union convenes at a time when Labor and all the progressive forces throughout the United States have won a great and decisive victory. The elections on November 7th were a victory and a necessary guarantee for winning the war. They have laid a firm foundation for Labor and all progressive forces in the United States to successfully conclude our main job—winning of the war.

Labor, and especially the CIO through its Political Action Committee and the National Citizens Political Action Committee, gave material and successful leadership in this great victory. This victory has also given Labor and all progressive forces throughout the world the necessary conditions for successfully solving the problems of guaranteeing a durable peoples' peace. Our Union can be proud of the part it played in bringing about the triumph of these progressive forces.

We must, however, re-emphasize that our main problem still remains the winning of the war, and securing the necessary unity of all progressive forces to do this job decisively as the only guarantee of a solution of our post-war problems.

There must be no letup in our determination to carry out to the full our no-strike pledge. We must continue to approach our problems so as to secure maximum production where it is needed to win the war. We recognize the necessity for greater unity of progressive forces on a neighborhood, community and nationwide basis in support of our Armed Forces and the Administration's win-the-war program.

Two basic activities must receive our major attention if we are to go forward and achieve the promise of the present.

Political Action

Speared by Labor, and especially by the CIO, political action must unify all of the progressive forces around the broad peoples' program put forward by the CIO and the Roosevelt Administration —political action in the wards, in the blocks, in the neighborhoods, in the communities to mobilize the people for local elections, for continuous and prompt pressure on state and national legislative bodies, and in preparation for the 1946 Congressional elections.

The most effective political action in guaranteeing correct and adequate win-the-war legislation and postwar legislative programs in the present Congress will be the awareness by every Congressman and Senator that CIO-PAC and the other progressive forces of the nation are continuing to develop their strength and will retire all reactionary, anti-war, anti-labor representatives in 1946.

Organizing

Greater attention to organizing the unorganized, particularly in the South, is a necessary condition for carrying out the CIO peoples' program, and for successfully combatting the reactionary political machines and representatives coming from the relatively unorganized areas of the country. During the past two years our Union has made tremendous strides in the South, and more than any other labor union has penetrated into areas normally dominated by reactionary elements.

The workers in our industries are still relatively lower paid and have less protection, both economic and political, than most others. We have an especially important job of organizing the unorganized in our industries and of bringing their standards up to more decent levels.

Upon successful political action and organizing the unorganized will depend the carrying out of the objectives of winning the war, of 60 million jobs, and of breathing reality into Vice-President Wallace's slogan of "A Job for Every Voter, and a Voter for Every Job."

Regional Councils

At the Fourth Convention, your Executive Officers were instructed to establish voluntary State or Area Organizing Committees, to be supported by voluntary 10c per month per member per capita taxes through participating locals. At the last Executive Board meeting, as a result of considerable experience with these committees, it was decided to change their names to State or Regional Councils, due to the fact that in most cases the more important functions that they served were those of Councils rather than Organizing Committees.

Quite apart from any contribution which these Councils can make directly to the improvement of the organizing work, it is important, in my opinion, that these State or Regional Councils be established on a firm and mandatory basis. The locals in the various areas, and especially the smaller locals, need a state or area organization through which they can have regular discussions on their mutual problems and where common programs of action can be worked out and brought back to the membership. These Councils contribute through their regular meetings to the development of leadership.

I urge the Convention to give serious consideration to the continuing and strengthening of these Councils and establishing them on an adequate constitutional basis.

Finances

Careful survey of the General Secretary-Treasurer's report shows the need for the Convention giving serious attention to improvement of our financial position. This is necessary from the point of view of the financing of the work which the locals must do in handling their problems, as well as for the adequate financing of the work which the Regions and International are expected to do.

At the last meeting of the International Executive Board in June, 1944, a resolution was adopted urging all locals to adopt a minimum monthly dues of $1.50 per month for employed [illegible] and 50c [illegible]

negotiate contracts under these wartime conditions, the increased costs of doing business (where today it takes at least $1.50 to do what could be done with $1 four years ago) necessitate a revision of our dues and per capita system.

I recommend that the Convention increase minimum monthly dues to $1.50 for employed members, and 50c for unemployed members. The same proportion and division of the employed dues between the local and the International shall be maintained, namely, a fifty-fifty division. Of the unemployed dues, the local shall retain 25c and the International shall receive 25c as per capita tax.

Educational Dept.

During the past two years, your Executive Officers have felt the need of making available to local union leadership more adequate education and training in their union problems. In cooperation with several of the Councils, efforts were made to take advantage of trade union schools and arrange special courses and classes for union leaders, and especially shop stewards in these schools.

The New York Metropolitan Area Council through the Jefferson School, the Philadelphia and Camden locals through the Philadelphia School of Socia' Science and Art, and the Chicago locals through the Abraham Lincoln School achieved some outstanding results.

Efforts were also made through Local 78 and the California Regional Council to take advantage of similar schools in Los Angeles and San Francisco.

In order to make available to [illegible] education on a broader scale, your Executive Officers established two trade union institutes during the past year, one in Madison, Wisconsin, in charge of Connie Anderson, and one in Winston-Salem, North Carolina, in charge of Brownie Lee Jones, Director of the Southern School, and Eleanor Hoagland, Educational Director for Local 22.

Wage Policies

In dealing with the question of wages, I want to urge the Convention delegates to give serious study and support to the two resolutions adopted by the CIO National Convention: Resolution No. 5, dealing with National Wage Policy, and, Resolution No. 8, dealing with 60 million jobs and prosperity for all.

Resolution No. 5

Resolved, 1) The CIO vigorously condemns the action of the National War Labor Board in refusing to submit a recommendation to the President of the United States calling for a revision of the Little Steel Formula to bring wages in realistic alignment with the sharp rise in the cost of living.

2) We express our confid[illegible] that the facts clearly establi[illegible] imperative need for the P[illegible] to revise the Little Stee[illegible] so as to grant the wa[illegible] submitt[illegible]

wage rate of 50c or higher does not reflect a substandard condition. This flies in the face of the hardships which confront a wage earner who must support himself and his family on that meager wage. There should be an immediate adjustment by the War Labor Board, which has the authority to do so, raising such standard up to a minimum of 65c, below which all wages shall be considered as substandard and to be thereby raised to the minimum.

5) Some employers have already indicated their anticipated desire to cut wage rates during reconversion. It is imperative that the War Labor Board adopt a firm and unswerving policy not to permit, and to directly prohibit, any such wage cuts. The American people do not intend to tolerate any policy of wage cuts when the need of maintaining an increased purchasing power to secure full production and full employment has become so clear.

Resolution No. 8

Resolved, 1) The CIO offers its sincere cooperation to the many forward-looking industrialists and farmers as well as to all other sections of the population to plan and work together and with government to formulate the necessary program and policies to actually secure the benefits of the Economic Bill of Rights. If industry will respect the rights of organized labor, will bargain with the unions in good faith, and will recognize that postwar prosperity must be built upon increasing purchasing power and increased production, our unions will help [illegible] preserve industrial peace [illegible] will cooperate to the limit t[illegible]

(Continued on Next Page

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The President's Report

(Continued from Page 2)

crease the production of goods and services upon which our common prosperity depends.

The common interests of labor, progressive industrialists, farmers and veterans demand a unity of program and action on the part of these groups. There can and must be a common solution for our mutual problems. With an indestructible unity we can achieve the aspirations of all the people.

2) The process of reconversion to partial peacetime production following V-E Day must be coordinated with the necessary wartime production so as to assure all required material for our armed forces and at the same time the full utilization of our resources and manpower to continue full production and full employment. This requires a drastic amendment of the inadequate outstanding legislation.

3) A prosperous postwar with full production and the sixty million jobs promised by President Roosevelt will depend upon the expansion of the mass purchasing power for our domestic market and established security of continued employment.

It is simple to understand that unless the purchasing power of the workers is sustained and increased there can be no real prosperity. [illegible] national policy shall be that the present weekly wages, as a minimum, must be maintained and cannot be reduced with the decline in overtime. The minimum wage must be sharply increased above prevailing substandard levels.

A further necessary step for full employment is the establishment of a guaranteed annual wage. Industry and agriculture have secured their guarantees. Industrial workers must receive security of employment.

Government must assume its share of responsibility for guaranteeing full employment by undertaking enterprises which are beyond the capacity of private industry. This involves vast expansion of rural electrification and development of regional power authorities, such as the TVA and the proposed Missouri Valley Authority and elsewhere, which will provide a basis for the conservation of our great natural resources and for increased prosperity; and assistance to states and localities for highway and airport construction.

4) A prosperous postwar with full production and the sixty million jobs promised by President Roosevelt will also depend upon the expansion of world trade.

Within the framework of the policies and objectives of Dumbarton Oaks and Bretton Woods, there can no longer be any place for the type of international cartels which created and nourished Nazi imperialism, restricted production and placed profits above the interests of the common people.

5) On the basis of this program the common people of the earth shall really secure peace and enjoy the blessings of "Freedom from Want and Freedom from Fear."

FTA Program

I further recommend that the Convention adopt a concrete wage policy program paying particular attention to the six following points, as well as the main points of the two CIO Convention Resolutions.

1) Dump the Little Steel Formula. Adjust wages to compensate for the increased cost of living since January 1, 1941. General wage increases (over and above the Little Steel Formula) approximating 17c and hour in basic rates should be granted to all labor.

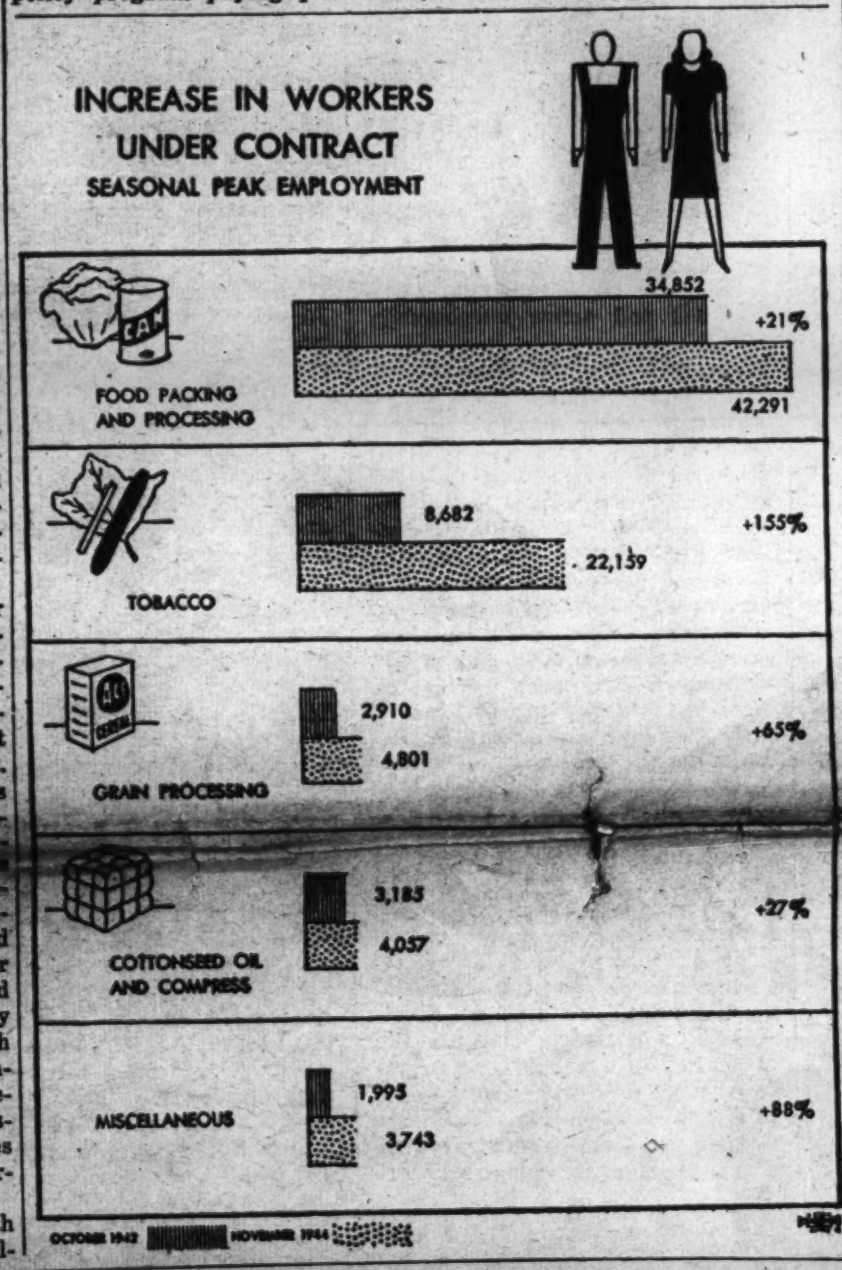
2) Pass the Pepper Resolution establishing a 65c minimum wage in all War Labor Board cases.

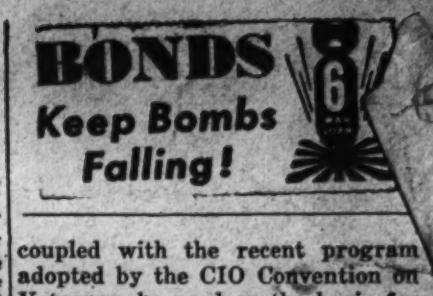
3) Rigid probitions against any and all wage cuts or wage decreases by any employers, under any and all circumstances.

4) Adoption of policies to maintain purchasing power based on current cost of living. With reconversion and the cancellation of war contracts, there is need for various forms of severance pay which will cushion temporary unemployment due to reconversion. More important, with the falling off of overtime, the present take-home pay must be maintained through increased rates to compensate for the loss of overtime.

5) Many plants and companies and industries will return to a 40-hour week. A general increase in rates should be approved, enabling workers to earn for the 40-hour week what they are now earning for the 48-hour week, to compensate for lost time employed.

6) Guaranteed annual wages in major basic industries.





Veterans

During the past two years your International has carried on a variety of activities to bring the Union to the members of our Union now in the Armed Forces, and to bring to the Union members soldiers' correspondence, the views and thoughts of the Armed Forces.

A particularly vicious campaign has been carried on especially during the past year in an effort to turn the men in the Armed Forces and veterans against unions as a whole, by false and exaggerated pictures of strikes and by other distortions about organized labor.

We have tried to develop to the maximum, steady correspondence between the workers at home and union members in the Armed Forces. We have tried to maintain complete mailing lists so that UCAPAWA NEWS and other literature could go to the Armed Forces. Through the efforts of our, and other CIO unions, a better understanding has been achieved and in large part the reactionary foes have not been successful in their anti-union campaign.

Your International Union has devoted considerable energy for support of the GI Bill of Rights, and the "Five-Organization Soldier Bill." Your International Executive Board, at its last meeting, spent a great deal of time working out policies with reference to veterans returning to their jobs, or veterans coming into our Union. (See resolution on Veterans on page 4.)

I recommend that this program, coupled with the recent program adopted by the CIO Convention on Veterans, be used as the basis for careful, all-inclusive veterans' program for the future.

In particular, I call the Convention's attention to the CIO Convention recommendation that all Local Unions establish committees to aid veterans in securing jobs, in obtaining the benefits to which they are entitled under various enactments and to aid in securing all needed help in retraining, rehabilitation and other methods to promote and secure an easy return to civilian life.

The International Executive Board adopted a motion dealing with elected officials of local unions and International positions, urging that any elected official that may be drafted during his or her term of office should be considered as officially on leave of absence until his or her return, at which time he or she shall resume the post held when drafted, and anyone elected to fill his or her post in the interim shall be considered as "acting" officials in that particular capacity. I recommend that a similar motion be acted upon by this Convention to cover all International Officials, Representatives, Organizers, etc., and that a similar policy be recommended to all locals.

* * *

WE CAN be very proud of the achievements of our Union since the last Convention. We faced many problems at that time. They were serious and difficult ones, but we made decisions and planned our work so that today, we can look back and say we did well.

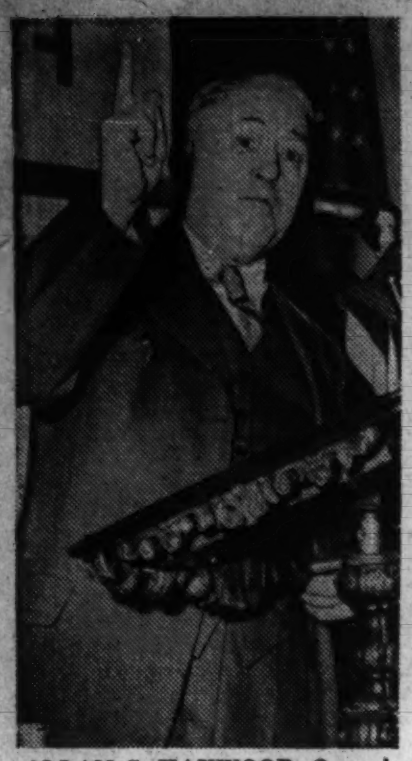
With the growth of our Union, our problems have become more numerous and more difficult, but our opportunities to organize and build our Union are also greater. We have a responsibility to our Union to plan our work here so that we can realize our opportunities and potentialities.

We have an obligation to the labor movement in our country, to our Armed Forces and Allies fighting reaction throughout the world, and to those peoples who have not as yet been liberated, to assume our responsibilities and take our rightful place in the march towards democracy and freedom that is sweeping the world.

Newly Elected Officers, International Vice-Presidents and Alternates took their oath of office, led by CIO Director of Organization Allan S. Haywood, before the assembled delegates at the last session of our Fifth Convention. They are (left to right): Sybil Neff, Alt. Vice-Pres.; Dixie Tiller, Int. Vice-Pres.; Theodosia Simpson, Alt. Vice-Pres.; Charles Law, Alt. Vice-Pres.; Etta Hobson, Alt. Vice-Pres.; Harold J. Lane, General Secretary-Treasurer; Allan S. Haywood; Paul Gardner, Alt. Vice-Pres.; Donald Henderson, General President; Armando Ramirez, Int. Vice-Pres.; Lewis Bentsley, Int. Vice-Pres.; Luisa Moreno, Int. Vice-Pres.; Armando Valdes, Int. Vice-Pres.; John Mack Dyson, Int. Vice-Pres.; Robbie Mae Riddick, Int. Vice-Pres.; Otis Nation, Int. Vice-Pres.; Barney Henley, Alt. Vice-Pres.; Louis F. Jedlicka, Alt. Vice-Pres.; and Cornelio Briones, Alt. Vice-Pres. The two new additions to the International Executive Board are Robbie Mae Riddick, President of Local 26, Suffolk, Va., and John Mack Dyson, President of Local 19, Memphis, Tenn. The Alternate Vice-Presidents, who are pinch-hitters for the regular Board members, are all first-termers. In the next issue of the News, we will carry short biographies of all of the elected leaders of FTA.

FTA Adopts a Fighting Pro
For Victory, Peace and 60

At the Fifth National Convention, FTA showed the power of its unity. There were few, if any, dissenting votes on the resolutions which were adopted, and there was enthusiastic discussion on the floor from delegates from all parts of the country.



ALLAN S. HAYWOOD, Organizational Director of the CIO, told the delegates, at the concluding session of the Convention, that UCAPAWA has organized "where angels feared to tread, and where it was needed most." Afterwards, he formally inducted the Union's newly-elected officers.

GEORGE CRAIG, CIO Regional Director, brought fraternal greetings to the Convention from the labor movement of Pennsylvania. He stressed the need for arousing the people's interest in political participation and political problems. "We must turn out 60 million voters in 1946," he said.

JOSEPH DONOGHUE, who was PAC Regional Director of Pennsylvania during the last election campaign, told the delegates that after participating in CIO-PAC he was no longer the same politician he used to be. "From now on in, I am a one hundred per cent labor man," he said.

Postwar Program:

Postwar security and 60 million jobs can only be assured in America through peaceful world cooperation based on the conferences of Dumbarton Oaks and Bretton Woods.

Postwar problems and plans must be discussed with the membership as they are related to each industry and plant. Our Union should give special attention during reconversion to the shipment of surplus stocks of food and fiber abroad to aid in the rehabilitation of war-torn peoples.

Workers in food and fiber processing plants and on farms must be raised out of the Class B wage level by accomplishment of the 65c minimum wage; removing of overtime exemptions in the wage and hour law, removing of exemptions from legislation on wages, hours and social security; and a guaranteed annual wage.

We must try to solve seasonal unemployment through dove-tailing jobs and through planning for year-round employment.

We must be represented on government agencies concerned with our industries such as the War Food Administration.

The continuance of price control and rationing of scarce foods and the expansion of school lunch programs for children are important for postwar well-being.

No-Strike Pledge:

Pointing out that strikes interfere with all-out production and assist our enemies and endanger the lives of our men and women on the battlefronts, FTA gives its solemn oath to continue the no-strike pledge. Every member must make it his responsibility to discharge this sacred obligation.

For the duration of the war all disputes between labor and management must be adjusted through the peaceful means of collective bargaining, mediation, or through the National War Labor Board.

Recognizing that the enemies of the war effort seek to provoke labor to strike, we must assure victory by mobilizing people on the legislative fronts and on the political fronts behind a program to protect the interests of the common people.

World Labor Unity:

Hailing the preliminary International Labor Conference in London as a cornerstone for international labor unity, the Fifth National Convention of FTA sent greetings to the Conference and pledged to redouble its efforts for maximum food production.

"Food is a powerful weapon to down the enemy forces on the fighting fronts and is essential to give strength to the anti-fascist peoples of the United Nations and the liberated countries," the resolution said. Fully supporting CIO President Murray's proposed agenda, the resolution endorsed the project for "a new single powerful international labor body," as the spokesman of the common people.

Political Action: Expressing appreciation to PAC Chairman Sidney Hillman and to the hundreds of thousands of men and women who gave their time and money to assure victory in the 1944 elections, the Fifth National Convention of FTA endorsed the political tasks outlined by the CIO National Convention.

These tasks are: the maintenance of political action committees in the state and city industrial councils and local unions; the extension of community political action committees; united political action among all organizations; extension of the right to vote; political education through press, radio, pamphlets, etc.; and preparation for the local elections of 1945, and local, state and national elections in 1946.

To strengthen this political action program, FTA resolves to set up a Union Activities Department, as soon as the financial situation permits, to assist local unions in an educational program for the building of an increasingly well-informed and active membership.

Home Front Unity:

Discrimination against anyone because of creed, race or national origin is not in keeping with the growth of democracy. Therefore, FTA resolves that discrimination in employment must be abolished by the establishment of a permanent Fair Employment Practices Committee.

Since anti-Semitism and Jim Crowism damages our war effort, we will fight for the passage of laws barring anti-Semitic and racist matter from the mails.

Active support will be given to pass laws allowing Filipinos and legal Japanese Americans to become citizens. Disloyal Japanese, as well as disloyal elements among any other group of people, should be interned.

To put unity into concrete action, local unions are urged to include anti-discrimination provisions into contracts and use the machinery of the FEPC to prosecute employers who discriminate in hiring. Local unions should participate in home front unity activities with other community organizations and groups in order to carry on a continuous educational campaign for unity.

For a People's Victory and Peace: In order to destroy Fascism and assure peace for generations to come, FTA pledges its support to United Nations unity and the destruction of the forces at home and abroad who are trying to stymie peace organization. Condemning the Fascist governments of Spain and Argentina, FTA resolves that in each liberated country the people must be left free to choose their own forms of democratic government.

The governments of France and Jugoslavia are examples of the type of firm democratic unity that is growing in the liberated countries.

In India, Ireland, Africa and Asia there must be rapid industrialization, the advancement of social and economic standards, and the fullest opportunity to manage their own affairs. For, without these guarantees of advancement, there can be neither peace in the world nor lasting prosperity for our own country.

Veterans: Realizing that the best assurance for the welfare of veterans lies in the welfare of all the people of the U. S., FTA resolves to press for the CIO program of full production, full employment and security for all.

Local unions will make every effort to include in contracts provisions for cumulative seniority rights amounting to time spent in service for veterans who are employed for the first time in the plant. The unions will also include provisions allowing nine months from the time of discharge in which the veteran may claim his job. Committees to aid veterans in securing jobs, aid in retraining, rehabilitation, etc., will be set up by local unions to cooperate with other such community and labor committees.

Supporting the CIO pledge to work with veterans' organizations, FTA urges that every returning serviceman and woman be able to obtain education, financial and employment opportunity.

Wage Stabilization:

The FTA, in trying to get wage adjustments to meet the rising cost of living, eliminate the wage bracket system, and establish a 65c minimum wage to correct substandards of living, criticizes the War Labor Board for failing to make these changes in the interests of the productive efficiency and morale of the workers.

FTA supports the CIO in condemning the WLB for refusing to call for a revision of the Little Steel Formula to bring wages more nearly in line with the high cost of living.

To raise substandard wages, FTA proposes that the WLB, 1) establish a uniform minimum wage of 65c, along with other wage adjustments such as the Little Steel Formula; 2) not exempt employers from raising substandard wages on the basis of their inability to pay; 3) prevent employers from cutting wages during the reconversion period, since high wages makes for full production; 4) make adjustments to provide adequate union security for workers in seasonal industries.

Local unions are urged to carry on the above campaign for revising the wage policy together with other groups in their communities.

National WLB:

Reaffirming the need for the War Labor Board to settle all disputes that cannot be solved through collective bargaining, the FTA demanded that the WLB adopt firm policies, and:

- Take jurisdiction in cases of dispute between agricultural workers and their employers, between unions and employers where

The Camp Meeting Choir provided one of the most thrilling events of the entire Convention. All members of the Choir work at the R. J. Reynolds Company and are members of Local 22. Led by Garfield Wilson (in light suit), a Shop Steward of Local 22, they sang Union songs and spirituals and dedicated many of their [illegible] who helped organize the Reynolds plant. [illegible] were "We're Gonna Roll CIO On." The Q[illegible] won terrific applause from the delegates [illegible] am with "Remember Me," theme song

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the NLRB does not take jurisdiction, and in industries producing peacetime goods.

- Where employers refuse to comply, the plants should be seized by the President.
- All issues such as guaranteed employment, sick leave, dismissal pay, etc., should be handled by the Board.
- Delays in making decisions must be eliminated.

Social Security:

In this country where medical science is the best in the world, most families cannot afford adequate medical care. When sickness strikes, they suffer serious financial worries on top of their other difficulties.

Amendment of the Social Security Act by the Wagner-Murray-Dingell Bill (S. 1161) would aid industrial workers, farm workers, Federal workers and other groups such as farmers to be covered by Social Security if they wish, and would be of especial aid to veterans and their families.

It would soften the hardships of old age, unemployment, and dependency, and would provide financial aid, hospitalization, and maternity benefits to workers who are sick and disabled.

FTA resolves to put special emphasis on this campaign to pass the Wagner-Murray-Dingell Bill and urges all locals to begin a petition campaign to get their Congressmen and Senators to work for the passage of the Bill.

Farmers: Postwar progress depends on all sections of our national life, rural and industrial. Farmers prosper when labor is able to buy what they produce, and the well being of labor depends on abundant farm production.

FTA is grateful to the farmers of America for their deeds in war production, and urges Congress to ensure farmers against price declines by guaranteeing farm prices in the postwar period. This is part of the whole picture of full production. Development of waterways, crop insurance, rural electrification, protection of family-sized farms, and measures to assure flourishing markets for farmers all help to raise the standard of living for the nation.

Farmer-labor unity must be welded by FTA locals getting together with other labor groups and farmers for the discussion of common problems and joint action.

Agricultural Labor:

Strongly urging coverage of agricultural workers by social and labor legislation, FTA calls on labor and all forward looking people to support a program to:

- Include agricultural workers in the National Labor Relations Act, or work for a law to provide the same rights for agricultural workers that the Act guarantees to other groups of workers.
- Demand that the National War Labor Board take jurisdiction over disputes involving argricultural workers.
- Provide protection of minimum wage and maximum hours for agricultural workers.
- Extend social security benefits to agricultural workers through the passage of the Wagner-Murray-Dingell Bill.
- Do away with employer-dominated and hit-or-miss methods of hiring agricultural labor. Use, instead, the United States Employment Service to make for more continuous employment.
- Develop a postwar program of housing for agricultural workers to remove diseases which are being bred in rural areas.

WFA: Labor has no representation in the War Food Administration, and because of this failure to use the knowledge and resources of organized labor, labor-management cooperation in the industries covered by the WFA has suffered.

FTA urges that the WFA make provision for labor representation and participation in the formulation of its overall policies, in the industry divisions covering food processing industries, in the WFA and in the Office of Labor. Representation of labor, farmers and the public should sit on the agricultural wage boards.

Women Workers:

Exposing the proposed "Equal Rights" Amendment as a fake measure which would make laws to protect women workers unconstitutional, FTA urges the defeat of this bill.

The enactment of laws and clauses in contracts providing equal pay for equal work, proper rest and lunch periods, maternity leave and group insurance, including maternity benefits, would really meet the needs of thousands of women workers.

FTA urges the local unions to cooperate with the Women's Bureau of the U. S. Dept. of Labor and other government agencies to work out a program for child care centers, and of recreational and other community facilities.

Price Control: Stressing the importance of price and rent control and rationing as a barrier against inflation, FTA calls on the responsible government agrencies to continue such control until there is a sufficient supply to make a fair distribution possible. This also applies to products coming back into production.

Further, standard and essential products should be brought into sufficient production before luxury models are made. Price ceilings on clothing and other textiles were requested in view of the skyrocketing prices of these materials.

(Other resolutions which were adopted at the Convention will be run in the next issue of the News.)

Francis J. Myers, newly-elected Senator from Pennsylvania, greeted FTA on the first day of the Convention. Labor has played a great role in the last election, Myers told the Convention, and it must continue that work by pressing for better legislation in Congress. The three big issues still before the American people, Myers said, are speedy victory, a just and lasting peace, and economic security for all. Sitting behind him on the platform are (left to right): Secy.-Treas. Harold J. Lane; Pres. Donald Henderson; and Franz Daniel, Philadelphia PAC Director.

Local 15 delegates, Mary Smoak, Reuel Stanfield and Bernice Sweat, fresh from Charleston, S. C., (American Tobacco) enjoy a little chat at the book and magazine display between sessions. Their enthusiasm over the great variety of current literature at this table, novels, war books and political and labor books, was shared by most of the delegates. Almost one-hundred dollars worth of books were bought at the convention by the delegates, for themselves and for their growing local union libraries.

"This is our Union," Robert Black, Vice-Chairman of Local 22, Winston-Salem, N. C., tells some fellow-delegates as they examined the attractive "UCAPAWA In Action" picture-exhibit at the back of the Convention hall. Left to right are: Black; William DeBerry, Int. Rep.; Velma Hopkins, Trustee of Local 22; John Mack Dyson, Pres., Local 19, Memphis, Tenn.; and W. C. Sheppard, Trustee of Local 22. Velma Hopkins, Sheppard and Black are on the top negotiating committee at R. J. Reynolds; DeBerry is presently organizing in Charlotte, N. C.; and Dyson is a newly elected member of the International Executive Board.

eny of their numbers to Union leaders
ynolds plant. Among the songs presented
O Oa." The Quartette (inset) and soloists
the delegates. The choir finished its pro-
" theme song of Local 22.

Notes from LOCALS

New Officers

7-2 Seattle, Wash. — Newly elected officers for Local 7-2 are: James Moellendorf, Pres. and Business Agent; N. A. Kopf, Vice-Pres.; Florence Palmer, Sec'y-Treas.; Ivan Weir, Sgt.-at-Arms; Robert Brauch and John James, Trustees; Ivan Jacobsen, Violet Yerabek, and Robert Mabe, Executive Board members at large.

At a recent meeting, eight new members were initiated into the Local.

By Florence Palmer, Reporter

Dance For Delegates

15 Charleston, S. C. — Membership meetings of Local 15 are being attended in increasing numbers, which is a healthy sign of a good union.

Almost $300 was made at a dance held by the Local to cover the expenses of delegates to the National Convention. On the arrangements committee were: John Comings, S. B. Graham, Isiah Bennett, Delphine Brown, Angela Brown, Joseph R. McKenzie, and Lucille Simmons.

Members of Local 15 have formed small organizing committees of three and four to organize the remaining unorganized in the American Tobacco Company and to get them on the check-off. Each committee has at least one new member to its credit.

By Rebecca Stanfield, Reporter

$2,581 For War Chest

64 San Diego, Cal. — A contribution of $1,581.20 to the United War Chest from the members of Local 64 represented nearly four times the amount contributed by them last year. A check for that amount, plus $1,000 contributed by the Van Camp Sea Food Co., was presented to the War Chest officials by Robert Galvan, Secy. of Local 64 and Glenn Copeland, personnel officer of the Company.

The amount was collected through a $3.00 check-off which the membership voted for. A committee headed by Joe Salazar, President of Local 64, and the Shop Stewards circulated pledge cards for greater amounts. As much as $10 was contributed by individual workers.

Panel Okays Demands

89 Jonesboro, Ark.—Job classifications, vacations with pay, time-and-a-half over eight hours, continuity of contract, and wage increases retroactive to June 30, were issues that were agreed upon at a tripartite War Labor Board panel hearing here in Jonesboro.

Present at the hearings were: William R. Henderson, CIO Regional Director; J. E. Hall, President Local 89; and Mrs. Mamie Houston, Local 89 member.

The issues agree upon are now pending the decision of the Regional WLB, and an early okay is expected.

With these gains soon to be put into effect, Local 89 is out to increase its membership with the slogan of "Every member get a member." Such gains can only be made if workers are organized.

We let them slip one over on us November 7 with the "Freedom to Work" Act No. 35. But that will not stop us. First we must be organized solidly, and then we will fight for a closed shop.

By Jack D. Deut, Reporter

Back Pay Award

91 New Orleans, La. — As a result of a Form 10 filed by Local 91, M. Trelles Co. agreed to an increase of wages to all employees on Nov. 30. The back pay award, due on Dec. 18, will be retroactive to Nov. 27.

Many thanks to the Executive Board of Local 91 who are so willing to work hard for the members of the Local. Not only did they make gains for the Local membership, but for those who are not members of the Union, as well. We, the officers and members of Local 91, extend an invitation to those non-members to join our Union and help build the kind of democracy their brothers, sons and husbands are fighting for. There is still a long war ahead.

Our membership is steadily increasing, and right now, we are eagerly waiting to hear Sister Regina Bozonier's report on the Fifth National Convention, which she attended as a delegate from Local 91.

Here's something to keep in mind: There is only one significant superiority in the world. That is mental superiority, and it is found in the individual, not in the race.

By Katie Scott, Reporter

On the Upgrade

99 Jackson, Tenn.—Our Union is on the increase here. Membership, interest, and enthusiasm have been growing more and more ever since our International Representative, Joseph Hellinger, rushed to our urgent call on October 25.

As a result of his visit, Local 99, for the first time, enjoys an officially erected Union bulletin board right on our plant's property. Plans for the re-negotiation of our Union contract have been entered into, and the final signing of this contract is scheduled for Dec. 15th.

Brother Ike Anderson was elected Local Vice-President recently. We believe he will make a good help-mate for our President, Sam Polsen, who has done such a wonderful job for this local for the past year.

Acting Chaplain Marion Smith brought new life into our devotional services by singing inspiring songs with much talent.

By J. D. Estes, Reporter

New Officers

236 Whitewater, Wis. — Newly elected officers for Local 236 are George H. West, Pres.; Chester Bishop, Vice-Pres.; Erwin Castle, Fin-Secy.; George H. Sibley, Treas.; Clarence B. Hagen, Rec. Secy.: Chester Traxler and Edmund Roberts, Trustees; Hubert Jacobs, Trustee and Shop Steward; Dale Denio and Harry Schmidt, Shop Stewards.

By Erwin Castle, Reporter

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MR. PEANUT HOPES YOU WILL RETAIN YOUR WAR BONDS

The Secretary-Treasurer Reports On Reasons For Change Of Dues

To set up regional councils —
To extend organization of the unorganized —
To improve the work of the local unions —
To set up educational department —
To strengthen political action —

The following are excerpts of the report of Secy.-Treas. Harold J. Lane adopted by the Fifth National Convention:

AS YOU know, all income to the National Office is apportioned to three funds: Organizing, Press-Legislation-Research, and General.

To the Organizing Fund goes 25c of every employed dues per capita and all Initiation and Permit Fees received in the National Office.

To the Press - Legislation - Research Department goes 9c of every employed dues per capita received in the National Office.

To the General Fund goes 11c of every employed dues per capita received in the National Office.

The remaining 5c is paid to the National CIO.

The International Union has provided organizers, expenses, subsidies, legal fees and taxes, far out of proportion to the relationship of the present division of income of employed dues.

Actually, while local unions have retained 50% of their income, in many instances, they have spent 10 to 15% of local union income on local union functions and the balance has been paid from International funds.

A Realistic View

Had we been realistic during the past two years (and as the records and facts prove) the International Office would have received all of the income of all the local unions because, with very few exceptions, we have actually paid for all of the work, aside from a few of the larger locals.

A conservative estimate shows that 75% to 80% of the time of our organizers is being spent in servicing and acting as Business Agents for our Local Unions.

Our International Representatives should not have to spend 75% to 80% of their time in carrying on functions which our local unions should rightfully carry on.

The aforementioned facts have had an adverse effect on the various departments of the International Union — preventing their expansion and improvement and further—we have been prevented from establishing an Educational Department.

There would naturally be very close cooperation between the Educational and Research Departments in order to provide for our local unions and staff members in the field, information on master contracts; on ways and means of consolidating our local unions and closing the gap between those workers in our Union and those we have bargaining rights for; assist on various matters which would strengthen and help local officers and stewards to handle more of their own problems with their own management. This department would also do much toward helping our local unions to become 100% dues paying locals.

The immediate establishment of an Educational Department by this Convention and the provision of funds for its operation are a must, because this would be the first positive step taken to solve two of our major problems — consolidation and servicing.

Regional Councils

There is a very close relationship between the problems of servicing, consolidation and organizing the unorganized, and you will note the order in which I have placed these problems. I have done so, because this is the order in which these problems have presented themselves in the last two years.

In addition, FTA Regional Councils, wherever possible, should provide for a full-time organizer or representative whose main duties will be to service the existing locals in the particular Council area and coordinate the work of the local unions in their vicinity.

A very positive way of doing this would be to make the question of affiliation by local unions to Regional Councils a constitutional requirement on the basis of a per capita of 10c per month per member to be remitted to the Regional Councils.

Organizing

Organizing the unorganized has been a basic policy of the CIO and of our International since its inception. Certainly, every delegate to this convention knows that no union can expect to live unless it increases its membership through new organizational work.

Either we are going to organize the unorganized, or we are going to wake up and find that the workers in our jurisdiction have been organized into some other union.

I should like to call your special attention to the fact that the AFL in convention in New Orleans, for the first time made a decision to organize the unorganized workers in the food, tobacco, cotton seed oil and other lower paid industries.

This has a direct bearing on the future work of this union.

Organizing the unorganized today is a highly skilled profession, and I use the word "profession" advisedly.

Gone are the days when you could just hand out a leaflet, have a meeting of the workers and negotiate a contract.

Today the job is complicated by the fact that management is, in many instances, as fully acquainted with the labor laws of our federal and state governments, as are our organizers. They have employed the best attorneys to drag out representation cases and negotiations to the last degree.

In addition, other qualifications are required of an organizer today if he is to be able to match wits with attorneys in negotiations. He must be able to prepare briefs and appear before panels.

It takes facts, figures, statistics and brains to bring results today.

It Takes Money

Naturally, this means that a person with the necessary qualifications and training costs a great deal more—his salary and expenses are higher today than they have ever been in the history of our Union.

Today, we are paying our organizers salaries and expenses that compare very favorably with those paid by other international unions.

Our Union has made organizational progress in the last two years, as is shown in President Henderson's report.

Our International Union has allocated every available dollar for the organizing fund. Yes, and we have even appropriated money from other funds for this most important job.

We have incurred a deficit in the organizational and other funds because we felt that the job of organizing work must be carried on, despite the fact that the energies of our International Representatives, as I stated before, are being used in servicing local unions.

In addition, during the last six months, it was necessary for our Union to borrow $10,000 from the CIO in order to maintain our organizational work and give some consideration to the organization of the grain processing industry. This loan must be repaid to the CIO.

Our delegates to this convention must be realistic and face their responsibilities to their membership by facing our problems and meeting them as sound trade unionists.

Our delegates to this convention must make certain constitutional changes which will guarantee the financial stability of our union, from the International Office, right down through to all of our local unions.

Local Expenses

We cannot expect any union, whether it be the International Union or a local union, to operate on an outmoded income.

While the work of the International is more diversified and complicated, this same situation applies also to local unions. They cannot expect to operate in the best interests of their membership if they work on the false premise that $1.00 dues per month is sufficient to do all of the necessary work of the organization.

All local unons regardless of their size must carry on certain functions and duties. They must have Negotiating Committees, Shop Steward systems, Executive Board Meetings, Department Meetings and Shop Meetings. They must be affiliated to their State, City and County CIO Councils and they must pay their per capita taxes to these bodies.

They must be affiliated, and pay their per capita tax of 10c per month per member, to their FTA Regional Councils.

Not only do the above functions cost money, but in addition, funds must be provided so that delegates from local unions can attend Council meetings and conventions, and in some instances, local unions must provide funds to pay for time lost by members on Negotiating or Grievance Committees.

In addition, with the present complicated set-up of government agencies having something to say about our contracts, it is many times necessary for local unions to send committees to the various regional offices of the War Labor Board, or the Wage-Hour Division, or the National Labor Relations Board, in order that they can properly submit their reports and briefs to the proper government agencies.

Outmoded System

Dues of $1.00 a month were decided on in 1937.

Have you any reason to believe that a local union or International Union can function on a 1937 dues system in this year of 1944 any more than you or your fellow workers could expect to live, buy clothing, eat adequately and operate your own households on the same wages which you were being paid in 1937?

Obviously, the answer is no!

The rank and file membership of our union is entitled to improvements. They are entitled to increased benefits, and they are willing to pay for a Union that gets results!

The job of running a local union is not a part-time job. It can't be done by our loyal Shop Stewards devoting a few hours' time to union work when they are free from their jobs in the shops.

The job of negotiating a contract is more involved and complicated today than it has ever been before.

A Negotiating Committee can only expect to get benefits if it is equipped with the knowledge, statistics and facts that have a direct bearing on its own particular contract and industry.

Our Negotiating Committees should study various forms of incentive plans that could be put into operation in their plants; should gather information on hospitalization plans which can be obtained today and which mean great savings and benefits to our membership. Our Shop Stewards should make a complete and accurate study of past grievances and should maintain proper filing systems on grievances that have arisen between management and the local in the past so as to enable them and also the Negotiating Committee to eliminate the causes of these grievances in future contracts and agreements.

It should certainly be obvious to all of us that the terrific responsibility on the shoulders of organized labor, its officers and members, makes it necessary for practically every local union of any reasonable size, to have a full-time business agent or organizer.

Again I say it's a full-time job!

We must carefully analyze what the proper functions of our local unions are, and base the amount of dues charged our membership on how much it takes to efficiently operate our local unions, and not on some arbitrary amount which was decided upon in 1937.

Recommendations

It is with these thoughts in mind that we make the following recommendations:

I. That the minimum monthly dues for industrial workers upon the signing of their local contract shall be $1.50 for employed and $.50 for unemployed; fifty per cent (50%) of which shall be sent to the International Office as International per capita tax.

II. That the following apportionment of the International per capita tax of 75c be considered by the International Executive Board for adoption:

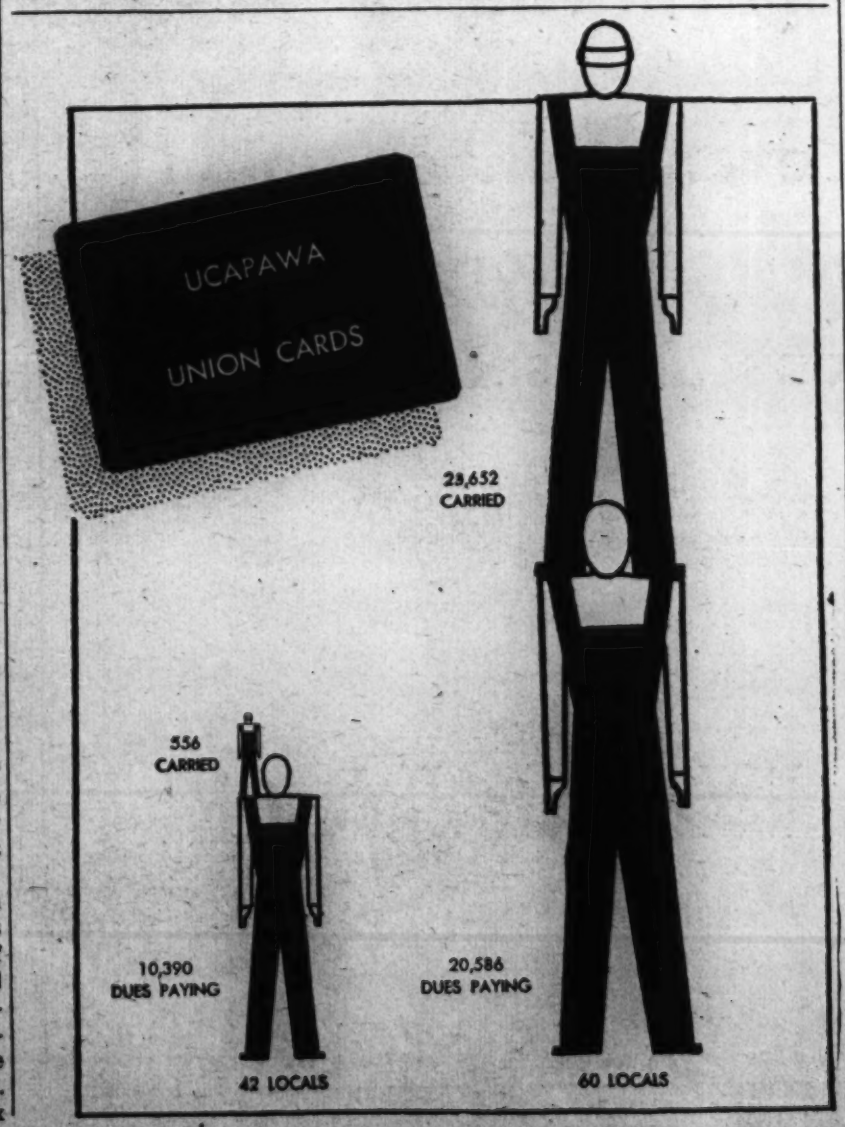
Organizing Fund	$.35
FTA Regional Councils	.10
CIO per capita	.05
FTA Reserve Fund	.05
Research - Legislative Educational & Press & Publicity Depts.	.11
General Fund	.09
	$.75

III. That, in accordance with recommendations made by the International Executive Board of UCAPAWA at its meeting held June 2—6, 1944, wherever any local has either closed shop or union shop contracts, a minimum initiation fee of $5.00 shall be charged, fifty per cent (50%) of which shall come to the International Office.

IV. That permanent Regional Councils be established by constitutional provision, whereby all local unions shall affiliate to their respective Regional Councils, on the basis of a per capita of 10c per month per member, which would be sent to the National Office to be transmitted to the various Councils. The 10c per month per member shall be considered a part of the 75c per capita remitted to the National Office.

• • •

This convention, by making the proper and correct decisions, and by providing financial stability for its local unions and its International Union would be contributing, in a very constructive way, towards guaranteeing the perpetuation and growth of this International Union.



Soldiers Want Strong Unions, Writes Sgt. Tisa

"The war is far from being over. Many of us in the services know that there will have to be many more drives —many more casualties. However, some thought is being given by a great number of soldiers to the future. What kind of a post-war world do we want? What is in store for us?" These are some of the questions posed by S/Sgt. John Tisa, International Representative on leave, in a letter read by Int. Secy.-Treas. Harold J. Lane at the Fifth National Convention's Pearl Harbor Day ceremonies.

In addition to the reading of greetings from Union brothers in the Armed Forces on the occasion of Pearl Harbor Day, a stirring skit was presented to the delegates by the Victory Players of the American Theater Wing.

A young hospitalized veteran, Seaman 1/c William Douglas Clark, told of his war experiences and urged the Convention to give all-out support for the Sixth Bond Drive.

Cpl. Joe Adamchik, who wears a Purple Heart and service ribbons for his service as a paratrooper in five invasions, spoke about the firm unity of Negro and white soldiers on the battlefields. And one of FTA's own boys, Seaman 1/c Robert Wirsing of Local 68, came to the Convention in person during his leave.

UNION MEN IN UNIFORM

"DEAR Friends and Brothers," writes **Raymond Garrett to his fellow union members back in Local 80.** "I received your Servicemen's Newsletter and UCAPAWA NEWS. Many, many thanks, as I have enjoyed reading both. . . .

"I was in the invasion of the Philippine Islands. We had things easy at first, but then air raids became numerous. Lots of Jap planes were shot down. My destroyer led an attack on a large Jap task force trying to get through the Suniga Straits to break up the landing on the Island of Leyte. We fired our torpedos at a Jap battlewagon and slowed it down from 18 knots to 6½ knots. We went back out from the Jap ships with shells landing all around us, but thank God no damage was done to my ship.

"That was a sight! Just watching our large ship battle it out with the Japs. There were 18 Jap ships sunk in that battle, which lasted for about an hour and a half. The ships were sunk by torpedo and shell fire.

"Here's wishing you all a very Merry Christmas and a Happy and Prosperous New Year. I still remain a fellow Union man."

"I WISH every member of the Union a Merry Christmas and a Happy New Year," **writes Cpl. Mike Abuiso of Local 80 from somewhere in Europe.** "The Union sure is a good thing."

"WE are glad to know that you are still thinking of us, as

we still think of you all, and we are hoping for this to end so we all can come back to you," **writes Pvt. Federal Marino of Local 80 from somewhere in France.**

"I wish you all a Merry Christmas and a Happy New Year, and hope that the New Year brings us all together. Good luck to you all from one of your brothers of Local 80."

FROM "somewhere in Germany," **Pvt. Nick Rukavina writes:** "I am stationed with the First Army, a fine outfit, and have been on the go since D-Day.

"Tell the members to drop me a few lines. It would please me very much and I will try to answer all letters. Send them by air mail so that I get them real soon.

"We are having some very bad weather here—a lot of rain and plenty of German mud.

"I've been getting UCAPAWA NEWS and it is a very fine newspaper. Please send it to me right along.

"Merry Christmas and a Happy New Year."

CPL. **Louis R. Ferri, of Local 80 stationed at the Seymour Johnson Field, N.C., writes:** "I, like millions of others who are fighting the Axis to save the Allied countries from destruction and brutality, am certainly looking forward to the peace that will follow.

"We will carry on our work when we return because we know that we are backed by a fine Union and because the rest of the world will need our trade to restore normal conditions so that everyone will be able to enjoy the peace."

"I'M stationed in New Caledonia, and have been overseas for a year with a medical detachment," **writes Pvt. Thomas Carroll.**

"I thought we had a great Union at Campbells, and if I come back there, I will sure want to belong to it again. After victory we will all want a permanent peace and a job that we can hold without any trouble; and that means we need a strong union."

"I STOPPED at the Local 194 office when I was nearby and was very glad to see that they are doing so well," **writes Pvt. Muriem O. Johnson.**

FROM **Guadalcanal, Sgt. Donald Brace of Local 186 writes:** "I sure hope the Fifth National Convention will be a big success."

"I am very happy in seeing over here the results of the speed and efficiency of our Union shops in producing food and tobacco for us. In the peace to come I hope to remain a member of our Union."

TISA'S LETTER

S/Sgt. Tisa's letter to the Convention follows:

"Most soldiers want to take part once again in the life of their communities as good citizens. The majority of returning veterans will have travelled far and frequently throughout the United States and in many nations of the world. They will have seen what life can be like in countries run much differently than ours. All of us will have learned a great deal by contact with different peoples and different nations. Some will get new ideas and new perspectives on how their communities should be run. They will want to contribute on a constructive basis ideas to improve our way of life.

"All soldiers will want first and foremost the guarantee of the elimination of possible future wars.

"The majority of soldiers realize the great contribution of labor toward the winning of the war. They want a strong labor movement, for they know that without it many employers after the war will try to take advantage of the post-war period to drive down wages and conditions of work. The soldier wants a higher standard of living to come out of this war. He wants a job, good wages, no more sweat shops, opportunity to exercise his newly acquired skills, and security.

BACKBONE OF DEMOCRACY

"A great number of men look to their unions as the backbone of democracy in America. They will be better and more active participants in their organization when they get back. They will understand the meaning of freedom more intimately than ever before. They will be prepared to fight to preserve and to extend it in their communities and organizations.

"Soldiers don't want pity or sympathy for their part in this war. They don't want to go back to the pre-war 'normal' days. That kind of 'normality' leads to unemployment, wars, restrictions of freedom of speech and press and organization in unions. They want an organized society that plans for jobs, decent standards of living, education, build homes not battleships, shoes not shells. Freedom from want and freedom from fear are living slogans to returning soldiers

"Those of us who are part of FTA know that our organization is a leading champion of these aims and ambitions.

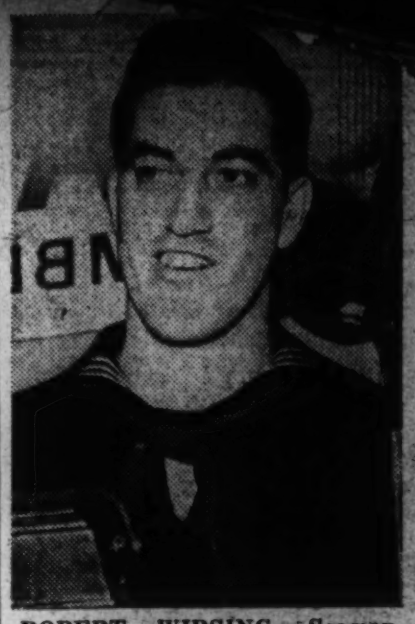
"Greetings to all the members and good luck for a successful Convention. Remember, though you don't hear our voices, our pulses beat in harmony with yours."

Best Wishes To FTA For:

An ever stronger union dedicated to Victory, lasting peace, jobs and security.

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

Indiana State Industrial Union Council



ROBERT WIRSING, Seaman 1/c, spent a part of his leave at the Convention with his pretty young wife. A former Secretary-Treasurer of Local 68 in Elberta, Mich., Wirsing was greeted by the delegates during the Pearl Harbor Day ceremonies at the Convention.

ETTA HOBSON, Asst. Fin. Secy. of Local 22, Winston-Salem, N.C., told the delegates that the workers at the Reynolds ("Camel") plant had increased their production of cigarettes by 65 million per week to meet the needs of the Armed Forces.

CPL. JOE ADAMCHIK, wounded paratrooper, told the delegates of his experiences in five major invasions in the war. He described the fine cooperation between white and Negro soldiers at the front.

WILLIAM DOUGLAS CLARK, Seaman 1/c, from Charleston, W. Va., who is now recuperating from wounds, appealed to the Union to give its fullest support to the Sixth War Bond Drive.